



Northern Cape
Department of Education

A Transformed Quality Education System

EDU - VISION

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2018/19

STRATEGIC PLANNING SESSION



**Northern Cape
Provincial Teaching
AWARDS 2017**

Date: Monday, 13 November 2017
Time: 17h00
Venue: MSCC

**"Teachers: The Heartbeat
of the Nation"**



Northern Cape
Department of Education



NORTHERN CAPE DEPARTMENT OF EDUCATION

STRATEGIC PLANNING SESSION FOR 2018/19 FINANCIAL YEAR

MEC MARTHA BARTLETT

OPENING REMARKS

In our continuous efforts to improve and give effect to the mandate bestowed upon us, allow me to lay the foundation for your engagements during this Strategic Planning session.

This Strategic Planning Session of the Department should be characterised by robust engagements, honest assessments, constructive critique, comprehensive analysis and a thorough introspection on the current status quo of the Department on all areas for improvement.

Human Resource Management and Development

- Ensure that all under qualified teachers obtain the minimum teacher qualification through an accredited institution;
- Explore the possibility to absorb all contract workers as permanent employees in the Department;
- Establish a bursary scheme for learners wishing to pursue a career in Education;
- Recruitment of teachers should be done in line with the selection criteria for the relevant post;
- We need a long term solutions for the conditions of employment for the Grade R practitioners in the Province;
- I am not convinced that the Department is doing enough in terms of Employee Health and Wellness Programme to provide sufficient support to our employees.

Finance and Supply Chain Management

- We need to further improve the financial management of the Department, through the implementation of stringent measures by curbing irregular, over-and unauthorised expenditure to obtain a clean audit opinion;
- Service providers must be paid on time, and any delay later than 30 days, must be prevented at all cost;
- Proper planning and execution are key to sound financial management.

Curriculum Management and Delivery

- We need to initiate and introduce programmes, specifically designed to improve learner outcomes in the Foundation and General Education and Training phases;
- Our Numeracy and Literacy campaigns must be implemented and monitored at all Primary Schools;
- Much emphasis are placed in the Further Education and Training phase, however whether we get the value for the money is a question we must ask ourselves;
- Much emphasis is put on a learners' matric results, rather than spending time focussing on laying a good foundation;
- Learner Support programmes should benefit all learners in specific grades across the Province;
- The Incremental Introduction of African Languages must be implemented on full scale in all Primary Schools for the 2018 school academic year;
- We need to continue to explore all avenues for the introduction of Namaqua in at least two school in the Northern Cape;

- Monitoring and Evaluation in the curriculum delivery must be improved, through regular visits to our schools;
- We must help teachers develop better ways of delivering the curriculum using the learner workbooks that are provided, including structuring lessons, covering the material in the curriculum and conducting assessments;
- The Read to Lead Campaign must take full effect in all our schools with immediate effect;
- Career guidance must be provided to Grades 8 and 9 before they make their subject choices in Grade 10;
- Uplift the status of the National Teacher Awards to a prestige event in our Province.

Examinations and Assessment

- We must continue to lead as a Province in our readiness to administrate the National Senior Certificate Examinations;
- Markers must ensure that the marking process is credible and reflect the candidate's achievement;
- Ensure that all plans are in place for the release of the NSC results, the Matric Awards and awarding prizes to our top achievers.

School Management and Support

- All schools must receive their Learning and Support Material by the end of 2017;
- The relocation of the Learner Transport function back to our Department must be finalised with all necessary systems in place;
- Construct a plan to resuscitate Quality Learning and Teaching Campaign in the Province;
- Introduce a National Identity Campaign to ensure our learners know the National/AU Anthem by heart and familiarize themselves with the National Symbols;
- Launch an advocacy campaign to inform all school communities on the 2018 School Governing Body Election process;
- Provide intensive training on the roles, functions and responsibilities to all newly elected SGB members in 2018;
- We need to provide financial support to the support programmes of the Department, as it contributes to the holistic development of our learners.

Strategic Planning and Management

- Continue to give strategic guidance and direction to the Department to ensure that we achieve the objectives of our Government;
- Ensure that our plans and priorities are aligned to that what we are set to achieve.

Infrastructure

- Fast-track the roll-out of infrastructure projects in the Province, specifically the construction of new schools;
- Ensure that all schools meet minimum standards for infrastructure and commit to progressively upgrading each school's infrastructure to meet optimum standards;
- Target no-fee schools when planning infrastructure to compensate for resource deficits in communities. There should be well-equipped libraries, laboratories, computer and media centres to ensure that learners in no-fee schools have access to similar learning resources to their counterparts in less poor communities;
- Design a infrastructure plan, specifically to address overcrowding in schools in identified areas;
- The construction of at least one more special school in Kimberley must be prioritised;
- The roll-out of ICT to all schools is crucial for the modern era we living in to enhance the classroom experience.

District Operations

- Districts require skills and expertise in curriculum management, project management, data analysis, monitoring, planning, reporting, accounting and problem solving in order to provide effective support;
- Curriculum experts at district level should support teachers, and managers should support principals and heads of departments. Many of the weaknesses in schools are a reflection of weaknesses at the district level;
- Districts should also be responsible for planning for the academic year in each school, making sure that each school has all the necessary materials, and designing interventions to support underperforming schools;
- Develop a strong sense of community ownership. School Management Teams will have to work with communities on an on-going basis to develop and maintain such a sense of ownership;
- The protocol of the official photographs remains a challenge at most of our schools. This will be the last time that I'm raising this matter to the collective management of the Department.

“Without education, the hope and aspirations we have for our children will be lost.

Without education, the moral compass in society will be doomed.”


Lastly, we must encourage all our staff members to continue to support the Sanitary Towel Drive Campaign. Seeing that we don't have a dedicated budget for this Campaign, we solely rely on the voluntary contributions of ordinary employees of Department on a monthly basis. With your continuous support, we are able to restore the dignity of our girl child learners.

In conclusion, there has to be a paradigm shift in the way we approach our work so that you assist government to achieve its goal of delivering a better life for all. It cannot be business as usual when there are some among our people who are still trapped in the triple challenges of poverty, inequality and unemployment while we who are given the responsibility to deliver fail in our duties.

Let us work together to move this Department and the Province of the Northern Cape forward. It is in our hands that the service delivery machinery moves with speed to turn the living conditions of the people of the Northern Cape around.

Finally, I wish you everything of the best in your commissions and encourage everyone to participate fully. Raise issues that you cannot raise with me in the office, and report back on them so that we can further build on the successes of the Department.

I thank you!



MEC MARTHA BARTLETT

NORTHERN CAPE DEPARTMENT OF EDUCATION

Without education, no individual can prosper in life.

Without education, all our plans will be in vain to alleviate poverty and unemployment.

Without education, an individual's character and personality will not be shaped for success.

Without education, the hope and aspirations we have for our children will be lost.

Without education, the moral compass in society will be doomed.

Without education, people will not be able to live in peace and harmony with one another.

Without education, our existence here on earth won't have any meaning.

Without education, we will suffocate the dreams of many.

Without education, our purpose for being here and as employees of the Department of Education won't make any sense.

2018/19 STRATEGING PLANNING SESSION RESOLUTIONS



THREE STREAMS MODEL

DEVELOP PROVINCIAL ADVOCACY STRATEGY IN LINE WITH DBE PRESCRIPTS

- Dispel misperceptions about Technical Occupation (TO) and Technical Vocational (TV)
- Raise awareness to all stakeholders
- Introduce into PGDP the Three Streams Model to address the needs of the Province

IDENTIFY TECHNICAL SCHOOLS WITHIN DISTRICTS (5)

- Audit existing structures to determine the needs in terms of Human Resources, Curriculum and Infrastructure
- Escalate and sponsor the Human Resource needs relating to the Three Streams Model to Office of the Premier to be included in the Provincial Human Resource Development Strategy.

ESTABLISHMENT OF THE TASK TEAM

- To coordinate and determine the process of the project and periodically brief the governance structures of the Department. Chief Directorate: Curriculum to coordinate

PARTNERSHIP & FUNDING

- Coordinate partnership with businesses (Corporate Social Responsibility) for Bursaries and Internships (Finalise MOUs with stakeholders)
- Provide Incentives to available technically skilled professionals

TEACHER DEVELOPMENT & CURRICULUM MANAGEMENT AND DELIVERY

- Fast-tracking of Recognition of Prior Learning (RPL) of technical skilled candidates.
- Involvement of different SETAs and other stakeholders.
- Introducing adapted curriculum in existing technical schools.
- Teacher/officials training on adapted curriculum.
- Strengthen monitoring and support programmes.





EARLY CHILDHOOD DEVELOPMENT

- Readiness for implementation of Grade R in 2019: Expansion of the provincial task team on ECD.
- Review of SASA to introduce Grade R as the 1st grade of compulsory schooling.
- Equalisation of the funding model for non personnel and non capital expenditure.
- Amendment of EEA to incorporate the conditions of service of practitioners.
- Provision of alternative infrastructure to fast track Grade R roll out.
- Resources to be sourced for the continued up-skilling of Grade R practitioners.



LIBRARIES AND PROMOTION OF READING

- Libraries Information Services (LIS) must be included in the school readiness programme.
- Ensure development of libraries through provision of start up packs.
- Conversion of existing classrooms into libraries and development of different models of libraries e.g. reading corners.
- Optimal utilisation of the mobile libraries by allocating them to the districts.
- Formalise collaboration with Department of Sport, Arts and Culture and Municipalities for access to libraries by schools.



TEACHER DEVELOPMENT



- Train PSA staff and all officials on ICT of who have limited ICT skills at Teacher Development Centre instead of using an outside agency. Training of examination monitors on Google form.
- Teachers to undergo Diagnostic Assessment to identify skills gaps (content and methodology) – address the concern of Labour with regard to the service provider, PEARSONS, at ELRC.
- SACE accredited training on Marking and Assessment, especially High Enrolment subjects e.g. Mathematics, Life Sciences, Geography, English FAL, Physical Science and Mathematical Literacy.
- n-service capacitation of teachers e.g. content, methodology and classroom management.
- Bench-mark with well-established institutes (PTDI and DTDCs).
- Develop well-planned PLC advocacy strategy.
- Train District Officials and teachers as a matter of urgency.
- Strengthen the provincial long-term strategy on the recruitment of matriculants to train as teachers for Funza Lushaka Bursary Scheme.
- Deploy Strategy (Rural Incentives) for the retention of educators in the deep rural areas.
- Address matter of Under and Unqualified teachers as a matter of urgency be addressed.

MATHEMATICS, SCIENCE & TECHNOLOGY STRATEGY

- Hey-Math! should be discontinued and Edukite to be expanded to include Mathematics and Physical Science.
- Introduction of Mathematics assistants in the lower grades (Grades 4 - 6)
- Provision of workshop equipment, Maths and Science kits and manipulatives through the MST Grant to 40 schools per annum.
- Strong Advocacy programme to interact with Schools to encourage learners to consider Mathematics as a subject.
- Introduce dedicated intervention programmes for Mathematics and Physical Science and the revision of the current MST strategy to strengthen Mathematics in the lower grades.
- Training of MST Teachers on content and methodology
- Implement more stringent controls to monitor performance and implementation of Edukite.

IMPROVED DISTRICT SUPPORT TO SCHOOLS

- On-line tool for planning and reporting by the officials in state of development (assist in tracking district support to schools). Assess the impact of support given to school.
- School support must be as per protocol. Implement the prescribed school support guidelines.
- Operationalise district support teams (team approach)
- The bottom up approach is recommended in the planning process
- Amend and Standardise existing job descriptions of all officials that monitor and support schools as per AG's finding
- Data management and reporting training
- Officials to be trained on data use and analysis to assist in data driven planning



TV STAR MOTIVATES CLASS OF 2017



The MEC for Education, Ms Martha Bartlett recently undertook a week long visit to Spring Schools Camps across the Province as part of the final push in preparation of the 2017 National Senior Certificate examinations.

She was accompanied by actor, Kagiso “Mangi” Modupe, from Scandal and Felix Malapane, an activist and motivational speaker, to motivate, encourage and raise support for the Class of 2017.

“Allow yourself to be inspired by life. There’s a lesson to be learnt from every person, plant, animal, good and evil. From every situation, we have a choice, in what lesson we want to learn and what path we want to follow”, Kagiso Modupe

MESSAGE FROM THE MEC

Recipe for success!!

To the Class of 2017, it is time to put into PRACTICE what you have learnt throughout the year for a better future.

It is time to remain focused and create SUFFICIENT opportunities to engage with your study material.

PARENTS already know that this is a critical period for you and will ensure you an enabling environment for you to concentrate on your exams.

You MUST, as a part of your final preparation, ensure that studying occupies the most part of your daily activities.

REMEMBER, that your results will be a reflection of our work as a Department to ensure that every learner succeeds.



TIPS FOR SUCCESS

Get into a routine

- Develop a study time-table and stick to it in an organised manner;
- Review study material daily;
- Make the examination time-table accessible to everyone

Create a conducive study environment

- Avoid any distractions such as television, noise and your cellphone;
- Keep all study material at hand to ensure no interruptions

Reading and writing

- Read and write daily;
- Reading is essential as it will help you the understand questions;

Previous examination papers

- Use of previous examinations question papers is beneficial;
- Visit the webpage of the Department of Basic Education, www.education.gov.za

Look after yourself

- Make sure you drink enough water and eat healthy;
- Get sufficient sleep every night and exercise daily

Use your support system

- Engage parents, family members and teachers for any help

How can parents assist?

- Make sure that it is quiet where your child studies;
- Reduce your child's duties so that he/she can focus on the examination

Monitor the studies of your child

- Work with your child to resolve a problem instead of taking it over;
- Be a rolemodel for studying, read with your child and remain committed for life-long learning;
- Be part of what your child learns and his/her everyday life;
- Most importantly; show interest in his/her school and homework;





**National Senior Certificate Examination
PLEDGE 2017**

I, _____ hereby solemnly pledge

to do my best in the forthcoming examination so that I can achieve the personal and academic goals that I have set for myself;

to focus on my studies and devote all my time to revise the work that I have covered during the course of the year and strengthen all the skills that I need to be successful in this examination.

I will also be supportive of my peers as we prepare in earnest for this examination.

I will not be deterred by personal or other circumstances as I strive to achieve my National Senior Certificate qualification.

I pledge to uphold the principles of honesty and integrity of this examination by:

- complying with all the rules and regulations relevant to the National Senior Certificate examination;
- following the instructions of the invigilator during the writing of the examination;
- not being influenced, in any way, to cheat in the examination;
- not participating in any wrongdoing which includes, but are not limited to copying, being in possession of unauthorised material or electronic devices (for example a cell phone), accepting or providing assistance to another candidate, writing on behalf of another candidate or any other unauthorised action;
- reporting any form of wrongdoing that I am aware of to the school principal.

I solemnly make these promises and acknowledge that this pledge is binding on my conscience.

Signature

Date

MEC FOR EDUCATION MARTHA BARTLETT PAYS VISITS TO SPRING CAMPS



There were no school holidays for Grade 12 learners around the province as they took part in the Spring Schools Camps. The whole idea of the camps is to prepare the learners for the upcoming final exams.

Northern Cape MEC for Education, Martha Bartlett visited more than 10 Spring Camps around the Province during the September school holidays.

MEC was accompanied by television actor and motivational speaker, Kagisho 'Mangi' Modupe who trades his acting skills at ETV Soapie, Scandal and student activist Felix Malapane who, both motivated the learners.

The whole purpose of the Provincial drive was to encourage Grade 12 learners who sat for their final examinations. MEC Bartlett said the class of 2017 should make the Province proud by registering the most improved NSC results compared to the past years. In all the

**“THE CLASS OF 2017 SHOULD
MAKE THE PROVINCE PROUD
WITH THE MOST IMPROVED NSC
RESULTS”**

camps she visited, learners committed to have a 100 % pass rate.

Actor Modupe related his real life challenges to the learners before he entered the acting industry. He encouraged them not to give up and to follow their dreams.

“When I passed Grade 12, my parents couldn’t afford tertiary fees, but because I knew what I wanted in life I made plans to raise funds and today I’m a qualified Physiotherapist who graduated at the then Rand Afrikaans University. Do not let your current situation determine your future; there is lot of opportunities out there, this includes bursaries for learners who cannot afford to pay for themselves ”, Modupe said.



TV star Kagisho “Mangi” Modupe and student activist Felix Malapane used their real life experiences to encourage learners who took part in the Spring Schools Camps throughout the province.



When motivating the learners, Malapane said learners must have the desire to be in the leadership positions in the future. “The future of this country is in your hands, all you need to do is to select your choices wisely, great leaders like former president Nelson Mandela, Oliver Tambo and Steve Biko, all of them were committed as leaders they selected their choices wisely. When I see you I see future leaders who will lead the country in different areas ”, Malapane said.

#FINAL PUSH SPRING SCHOOLS 2017



**FRANCES
BAARD**

Fired up: Frances Baard District learners are ready to reclaim their good old days as one of on top performing district in the Province in the upcoming final exams.



**PIXLEY KA
SEME**

Optimistic: Grade 12 learners at Pixley Ka Seme District who took part in the recent Spring School Camps remain optimistic that they will make the province proud with much impressive results.



NAMAKWA

Thumbs up: Namakwa District has been one of the best performing districts in recent years. This year is no exception as the learners promised to continue and produce outstanding performance during the NSC exams.



ZF MGCAWU

It's all systems go: ZF Mgcawu Grade 12 learners participated in the Spring Camps as their final push ahead of the NSC final exams.



**JOHN TAOLO
GAETSEWE**

Against all odds: Despite the fact that John Taolo Gaetsewe District is predominantly rural, learners promised MEC Bartlett that they can't let their current situation determine their future. They promised a 100% pass rate.



Northern Cape
Department of Education

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NATIONAL SCHOOLS CROSS COUNTRY CHAMPIONSHIPS



NC HOST 2017 CROSS COUNTRY CHAMPIONSHIPS

Northern Cape Department of Education successfully hosted the National Cross Country Championships which took place at Diskobolos Military Base recently.

A total of 1900 learners from across all the provinces took part in the one day and exciting championships. The host Province team was boosted by 80 learners with 8 of them being Learners with Special Educational Needs (LSEN) coming from all parts of the Province.

Although Team Northern Cape didn't have the best performance, deputy director for School

Sport Job Smith said it was a learning curve for them. "We have not been partaking in the Cross

Country for the past three years, so for us to have managed to host all the provinces without any hiccups it's a good sign that in the future we can do much better at the tracks. We had a total of four learners per age group, from age 10-19".

South African Schools Athletics (SASA) Willie Mokatsanyane applauded the host for a very successful event. "Under the minimal budget Team Northern Cape pulled up all the strings to make sure that these championships is a success. As SASA we can safely say that the event lived up to it's expectations despite the fact that we didn't have any formal opening of the event due to bad rainy weather", Mokatsanyane said.

MEC FOR EDUCATION MARTHA BARTLETT MESSAGE TO CROSS COUNTY CHAMPIONSHIPS



Athletes who excelled during the Championships were awarded with medals, Gauteng Province came first meanwhile the hosts came out eight.

It gives me great pleasure to address the official opening of the South African School Cross Country Championship and welcome you to the Northern Cape. We extend a warm embrace to the athletes who have converged from across the country to compete in this National Championship. The nature of this Championship in itself is a great boost to the development of athletics in the Northern Cape.

Cross country is even more accessible than other forms of athletics because it does not require special facilities and equipment. For this reason it can also be introduced to athletes in rural areas, and this event will certainly help accelerate the development of the sport throughout the length and breadth of our Province and South Africa. We recognise the value of school sport and physical education to provide the founda-



tions necessary for the holistic development of the learner in support of the academic curriculum.

School sport is the bedrock of sport in our country. Our Government has taken a conscious decision to encourage learners to participate in a variety of sport activities. Participation in sport has many important benefits. Sport can unite our people, build families and communities.

MEC FOR EDUCATION MARTHA BARTLETT MESSAGE TO CROSS COUNTY CHAMPIONSHIPS



Sport provides challenges and adventures, fills vacuums and gives meaning and a sense of purpose to people's lives. Participation, irrespective of the level at which it occurs, can build self-respect, self-esteem, confidence and enhance the leadership capabilities of learners.

It's also a powerful tool that breaks down all the barriers and helps us feel good about ourselves, both physically and mentally. Sport

is quite beneficial for our learners, as it develop physical skills, exercise, make new friends, have fun, learn to be a team member, learn about fair play, improve self-esteem, etc. Sports can also be used to reduce the social stigma experienced by marginalised groups, including people with disabilities and people living with HIV and AIDS.

By encouraging these individuals to participate in sport activities with other community members, a shared space and experience is created that helps break down negative perceptions and enables people to focus on what they have in common.

This is an important step in enhancing the individuals' self-concept and emotional health. Hence sport has the ability to overcome social barriers and also to empower individuals by helping to reduce social exclusion and promote lifelong learning.

ANNUAL HERITAGE CELEBRATIONS

Northern Cape Department of Education Head Office officials celebrated their annual Heritage day at 8 Mile outside Kimberley. The main purpose of the celebration is to encourage officials to admire and celebrate their culture and diversity of their beliefs as well as their traditions. On this day officials share their indigenous food and drinks. Heritage Day is celebrated every year on September 24.

BEST DRESSED

Veronic Elize Alben and Cecil Runganga stole the show away, they were crowned Mr and Ms Heritage 2017.

